

WPLG-TV (local10.com)**EEO PUBLIC FILE REPORT****October 1, 2019– September 30, 2020**

WPLG-TV is an Equal Opportunity Employer. In addition to complying with the requirements of federal law, WPLG-TV will comply with applicable state and local laws prohibiting employment discrimination. Any offer of employment is conditional upon the successful completion of a background check and pre-employment of drug screen.

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRS�”) for recruitment source data

	Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree	Hire Date
1.	Reporter 2019-12	1,2, 6-9, 11, 12, 24, 29, 31, 35, 36, 44, 51, 58, 59, 60,61, 62,64, 66, 69, 78 80	6	11/4/19
2.	Producer 2019-19	1,2, 6-9, 11,12, 24, 29, 31, 35, 36, 44, 51, 58, 60, 62,64, 66, 69,78, 79, 80	8	12/18/19
3.	Photographer/Editor DC 2019-20	1,2, 6-9, 11,12, 24, 29, 31, 35, 36, 44, 51, 60,61,62, 64, 66, 69, 77, 79, 80	4	12/4/19
4.	Associate Producer 2019-21	1,2, 6-9, 11,12, 24, 29, 31, 35, 36, 44, 51, 60, 62, 64, 66,69, 78, 79,80	6	10/28/19
5.	Associate Producer 2019-21/02	1,2, 6-9, 11,12, 24, 29, 31, 35, 36, 44, 51, 60, 62, 64, 66,69, 78, 79,80	6	10/9/19
6.	Promotion Producer/Editor 2019/2020-01	1,2, 6-9,11, 12, 24, 29, 31, 35, 36, 44, 51, 60, 62, 66, 69, 79,80	8	1/6/20
7.	Assignment Editor 2019-01/2020-02	1,2, 6-9,11, 12, 24, 29, 31, 35, 36, 44, 51, 60, 62, 64,66, 69, 77,78,79,80	6	12/18/19
8.	Digital Sales Specialist 2019/2020-03	1,2, 6-9,11, 12, 24, 29, 31, 35, 36, 44, 51, 58, 60, 62,64, 66, 69, 77,78,79,80	3	1/2/2020
9.	Associate Producer 2019/2020-05	1,2, 6-9, 11,12, 24, 29, 31, 35, 36, 44, 51, 60, 62,64, 66,69, 78, 79, 80,81	6	1/29/20
10.	Producer 2019/2020-07	1,2, 6-9, 11, 12, 24, 29, 31, 35, 36, 44, 51, 60, 62, 64, 66, 69, 78,79, 80	8	1/6/20
11.	Weather Producer 2019/2020-08	1,2, 6-9, 11, 12, 24, 29, 31, 35, 36, 44, 51,58, 60, 62, 64, 66, 68,69,77,78, 79, 80	4	1/20/20
12.	Associate Producer 2020-03	1,2, 6-9, 11, 12, 24, 29, 31, 35, 36, 44, 51, 60, 62, 64, 66, 69,78,79, 80	7	3/11/20

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13.	Photographer/Editor 2020-04	1,2, 6-9, 11, 12, 24, 29, 31, 35, 36, 44, 51, 58, 60, 62, 64, 66, 69, 78,79, 80	3	4/1/20
14.	Digital Executive Producer 2020-06	1,2, 6-9, 11, 12, 24, 29, 31, 35, 36, 44, 51, 58,60, 62, 64,66,69,78,79,80	4	3/23/20
15.	Floor Director 2020-08	1,2, 6-9, 11, 12, 24, 29, 31, 35, 36, 44, 51, 58,60, 62, 64,66,69, 78,79, 80	4	3/20/20
16.	Traffic Reporter 2020-07	1,2, 6-9, 10,11, 12, 24, 29, 31, 35, 36, 44, 51, 59,60,61, 62, 64, 66, 69, 78,79, 80	3	4/21/20
17.	Producer 2020-09	1,2, 6-9,11,12, 24, 29, 31, 35, 36, 44, 51, 60, 62, 64, 66, 69,78,79, 80,	5	6/10/20
18.	Producer 2020-09/02	1,2, 6-9,11,12, 24, 29, 31, 35, 36, 44, 51, 58,60, 62,64, 66, 69, 78,79, 80	6	7/7/20
19.	Assignment Editor 2020-10	1,2, 6-9, 111, 12, 24, 29, 31, 35, 36, 44, 51,60, 62, 64, 66, 69, 78,79, 80	4	5/13/20
20.	Assignment Editor 2020-11	1,2, 6-9, 10,11, 12, 24, 29, 31, 35, 36, 44, 51, 58, 59,60,61, 62, 64, 66, 69, 78,79, 80	9	8/17/20
Total			110	

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I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data
WPLG Inc. is looking for organizations that regularly distribute about employment opportunities to job applicants or have job applicants to refer. If your organization would like to receive notification of job vacancies at our station.

Please Notify:

Rosie Vasco

WPLG, Inc.

3401 West Hallandale Beach Blvd.

Pembroke Park, FL 33023

954-364-2545

rvasco@wplg.com

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II. MASTER Recruitment Source Information ("MRSL")

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-Time Positions For Which This Source Was Utilized (Position #s from Appendix 1)
1	WPLG / Local 10 Website (www.Local10.com)	62	20
2	Florida State University Career Center * Dunlap Student Success Center Calvin Williams, Ph.D. Program Director, Employer Relations and Recruitment Services (ERRS) PO Box 3064162 100 South Woodward Avenue Tallahassee, FL. 32306-4162 Phone 850-644-9771 / Fax 850-644-3273 Calvin.williams@fsu.edu lkume@fsu.edu www.career.fsu.edu		20
6	Barry University* Career Development Center Debbie Azemar 11300 NE 2nd Ave. Miami Shores, FL 33161		20
7	Medill Northwestern University * 1845 Sheridan Road Evanston, Illinois, 60208 Beverly Stewart b-stewart@northwestern.edu Tel. 847-491-2049		20
8	Miami Dade College, Kendall Campus 11011 SW 104th Street Miami, FL 33176-3393 Phone: (305) 237-230 bherrera@mdc.edu Bienela Herrera-Alonzo, MS. ED. Senior Academic & Career Advisor & Adjunct Faculty Advisement & Career Services		20

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II. MASTER Recruitment Source Information (“MRSL”)

9	Armando “Tony” Guzman Miami Dade College – Wolfson Campus Advisement & Career Services 300 N.E. 2nd Ave., Room 3117 Miami, FL 33132 305-237-7049, 305-237-7087 E-mail: aguzman4@mdc.edu		20
10	ZipRecruiter		
11	Indeed.com	14	20
12	University of Georgia Grady College of Journalism & Mass Communication * Grady Jobs – ugagradyjobs@gmail.com		20
24	Cuban American National Council (CNC) * 1223 SW 4th Street Miami, FL 33135 lbarroso@cnc.org Tel: 305-642-3484 Ext. 172		20
29	National Hispanic Media Coalition * Pasadena, CA Brenda Rivas Vice President, HR & Operations Email: brivas@nhmc.org Tel. 626-792-6462 www.nhmc.org		20
31	Broward Community College * Heidi Schwarz Email: hschwarz@broward.edu		20
35	Florida Agricultural and Mechanical University (FAMU) * The Career Center Melony Washington C.C. Cunningham Bldg., Suite 100 Tallahassee, FL 32307 Email: melony.washington@famu.edu Tel. 850-599-3700 – Fax: 850-599-3353		20

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II. MASTER Recruitment Source Information ("MRSL")

36	NATAS Suncoast Chapter * P.O. Box 840738 Pembroke Pines, FL 33084 Karla MacDonald emmysuncoast@gmail.com Tel. 954-322-3171		20
44	MediaLine * 1209 Wood Valley Rd. Augusta, GA 30909 Rich Everitt medialine@medialine.com Tel. 706-364-7564		20
51	Hispanic Unity of Florida * Milenis Johancsik Senior Career Coach 5840 Johnson Street Hollywood, FL 33021 mjohancsik@hispanicunity.org Tel. 954-342-0415 www.HispanicUnity.org		20
58	Employee Referral	13	11
59	Talent Dynamics or Talent Agents Sandra Connell, President 600 Las Colinas Blvd. Suite 100 Irving, TX 75039 Connell@talentdynamics.com Tel. 214-640-3139	4	3
60	Affiliate Station WKMG-TV Orlando, FL Donna Ansley dansley@wkmg.com		20
61	Former Employee	2	2
62	BH Media Careers/WPLG Careers (Resume Library.com, Various Links)	2	20
64	Internal Posting	6	20
66	TV Jobs.com Broadcast Employment Services Oceanside, CA92052 info@tvjobs.com		20

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II. MASTER Recruitment Source Information ("MRSL")

68	Career Builder Stacie Kempe-National Account Executive Email: Stacie.kempe@careerbuilder.com Tel. 312-698-0658 www.careerbuilder.com		
69	LinkedIn Rosie Vasco @ www.linkedin.com Alex Price @ www.linkedin.com	2	20
71	Spots-N-Dots www.spotsndots.com 888-884-2630		
77	Industry/Client Referral	3	3
78	Twitter Peggy Phillip @pphillip New-Rosie Vasco @VascoRosie www.twitter.com		20
79	Miami International University of Art & Design * 1501 Biscayne Blvd., Suite 100 Miami, FL 33132-1418 Marcia Gomez magomez@edmc.edu nmoura@aii.edu Tel. 305-428-5882		20
80	St. Thomas University * Cristina C. Lopez Associate Director of Career Services 16401 NW 37 th Ave. Miami Gardens, FL 33054 cclopez@stu.edu Tel: 305-628-6577 Fax: 305-474-6930		20
81	NABJ Job Fair @ Turnberry Resort in Aventura	2	2
Total Number of Interviewees		110	

"Recruitment sources designated with an asterisk () are "Prong2" sources that have requested we send vacancy notices to them."*

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III. RECRUITMENT INITIATIVES

E. Outreach Activities	
Below is a list and brief description of all outreach activities performed during the past year. Stations may attach copies of the Outreach Activity Description Forms included in this section for these purposes.	
Activity:	Menu Category
(v) Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	
1. INTERNSHIP PROGRAM FOR COLLEGE STUDENTS (offered during the FALL, SPRING, AND SUMMER of 2019-2020 semesters for course credit only) - 1 Student reported to Bill McCord, Creative Service Director.	
<i>**All other Internship programs for the Spring and Summer and Fall of 2020 were either cancelled or postponed due to Coronavirus pandemic.</i>	
	# 5
(v) Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment. (vii) Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.	
2. The Emma L. Bowen Foundation for Minority Interests in Media Program allows minority high school and college students the opportunity to become involved in a long-term work and education program. This enables students to gain experience in their chosen field and helps them obtain jobs in the media industry. This is a four to five year paid internship that includes scholarship opportunities. Our Emma L. Bowen Foundation Trainee Annabelle Caceres, began her 1 st year of internship with WPLG-TV in June – August 2018.	
	#5, #7
(viii) Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions. (xiv) Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	
3. WPLG-TV provides a Tuition Reimbursement program to encourage full time employees to further their education in order to advance in their career. The Tuition Reimbursement Plan covers all full time employees who want to take courses at a recognized educational institution. Approved eligibility includes academic or vocational courses related to their position, courses necessary to complete an undergraduate degree or high school diploma, and courses in a graduate degree program, provided the degree is relevant to their position, and other courses that will enhance ability to contribute to their current job. The maximum benefit for tuition reimbursement is \$2,000 per calendar year. Within the applicable period of this report, 1 employee (Promotion Producer) pursued additional skills in their areas with a total of \$2,000 in tuition reimbursement.	
	# 8, #14
(iv) Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.	
4. WPLG-TV is proud to offer tours of our studios to schools and civic organizations by our, Community Relations Director, Mayte Padron. The tour groups are given an overview of the Local 10 daily news operation, visit the studio, production areas, newsroom, news set, weather center, and editing areas. Also groups have the opportunity to watch our, local produced news broadcast live and all tours are followed by a Q&A session.	

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Mayte Padron, Community Relations Director, has organized various tours with different schools and Youth Groups. Among the schools and organizations that participated in our tours, we have:
September 10, 2019 – Mirror Lake Elementary, Plantation, FL
September 17, 2019 – Pinecrest Elementary School, Pinecrest, FL
November 14, 2019 – Leadership of Fort Lauderdale, Ft. Lauderdale, FL
November 19, 2019 – HIVE Preparatory School, Miami, FL.
January 14, 2020 – Carl Schecter Focal Point Community Center, Pembroke Pines, FL
January 21, 2020 – Attucks Middle School, Hollywood, FL.
February 11, 2020 Aventura Waterways School, Aventura, FL
March 10, 2020 – Pasadena Lakes Elementary, Pembroke Pines, FL
Local 10 hosted the **American Heart Association** and **One Beat** on September 18, 2019 – They offered free CPR classes to all of our employees.

June 10, 2020 & September 2, 2020 – Local 10 partnered with **OneBlood** and hosted a blood drive for employees and family members to donate blood and receive testing for COVID-19 antibodies.

July 8, 2020 – Local 10 partnered with The **Broward Health Department** to provide COVID-19 testing for employees and family members. A total of 97 people were tested, 78 employees and 19 family members.

September 23, 2020- Local 10 partnered with **Walgreens** to provide Flu shots vaccines to employees and family members.

September 4, 11, 18 & 25 –Local 10 and **Publix** teamed up for Food For Thought to distribute fresh meals to children and families and stock food pantries across South Florida.

- All month long, Local 10 continues to run spots and editorials on completing the census and registering to vote. We also run salutes to our healthcare workers, service workers and first responders.

*****All other community relations events for the rest of the year were either cancelled or postponed due to Coronavirus pandemic.***

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5. On April 15, 2017 WPLG-Local10 launched multi-faceted and multi-year campaign called "My Future, My Choice". The campaign includes Public Service Announcements, weekly news stories and a Town Hall Meeting to show the youth that they can choose to have a promising future. As an offshoot of the campaign, WPLG created 'My Future, My Choice' LIFE Awards to honor outstanding members of the South Florida community. October 16, 2019 Local 10 hosted aired My Future My Choice LIFE Awards honoring 10 Floridians for their community service, at station. It was an awards and dinner ceremony. This year from July to September 2020 viewers have the opportunity to nominate deserving adults and youth in the following categories: Leadership, Inspiration, Family and Education. There is also one award each for LIFEchanger and LIFEtime. The LIFEchanger award recognizes a hometown hero who entered a person's life at a pivotal point and made a significant impact. The LIFEtime award recognizes a community member who's dedicated his or her life to the betterment of others. All Finalists and winners will be announced in a special virtual ceremony in October 2020.

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6. On February 2020 – WPLG ran the Earth Day Art Contest to showcase the art works of talented South Florida Art students. The contest ran from February through April 22, 2020. Coral Gables Preparatory Academy was awarded the Third Annual Earth Day Art contest award. The School's artwork was chosen as winner and the school received \$4,500 for its Art Department.

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III. RECRUITMENT INITIATIVES

(x) Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	
7. October 24, 2019 – WPLG Anchor/Reporter Layron Livingston emceed the Principal Today event for Miami-Dade Public Schools.	#10
8. November 2, 2019 – Anchor Jacey Birch emceed the University of Miami's ALS Center Gala.	#10
9. November 21, 2019 – Anchor, Louis Aguirre, was a special guest reader to second grade students at Harbordale Elementary School in Broward county. Louis spoke to a group of students about the necessary training and education on becoming a Journalist.	#10
10 November 23, 2019 – Chief Certified Meteorologist, Betty Davis, served as an emceed for Junior Achievement of South Florida's Distinguished Alumni Breakfast. She spoke to a group of students about training and education on becoming a Meteorologist.	#10
11. December 14, 2019 – Anchor/Reporter Neki Mohan participated and was honored at the Caribbean Media Exchange Awards Fundraiser.	# 10
12. January 9, 2020 – Chief Certified Meteorologist, Betty Davis, served as a guest speaker at Florida International University's STEM-Weather Day Event.	#10
13. January 23, 2020 – Anchor, Calvin Hughes, served as a panelist for Florida Memorial University's Shock the Vote event.	#10
14. January 30, 2020- Anchor/Reporter, Layron Livingston, emceed the 15 th Annual Johnnie L. Cochran Salute to Excellence Awards.	#10
15. February 12, 2020 – Anchor/Reporter, Alex Finnie, served as a guest speaker at Liberty City Elementary School's Girl Scouts after school club. Spoke to a group of students about training and education on becoming a Journalist.	#10
16. February 19, 2020- Anchor/Reporter, Alex Finnie, served as a guest speaker for Seagull Alternative High School's S.T.E.A.M Black History Month Extravaganza. Spoke to a group of students about training and education on becoming a Journalist	#10
17. February 21, 2020- Reporter, Lianne Morejon, served as a guest speaker at Ben Sheppard Elementary in Hialeah Gardens. Spoke to a group of students about training and education on becoming a Journalist	#10
18. February 22, 2020- Anchor Louis Aguirre, emceed Miami-Dade Public Schools' Love of Learning Gala.	#10
19. March 6, 2020 – Anchor/Reporter, Neki Mohan, emceed the "Believing in Girls Empowerment Luncheon" to benefit Pace Center for Girls in Broward County.	#10

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III. RECRUITMENT INITIATIVES

20. September 2020- Reporter Christian De La Rosa served as a virtual guest reader "Read Conmigo" a bilingual literacy program.	
	#10
21. September 2020- Reporter Christina Vazquez is serving as a media trainer for The Urban League of Broward County.	
	#10
22. Reporter/Anchor Janine Stanwood – Is participating in a weekly Reading Pals program with the United Way of Miami-Dade to introduce/encourage reading in early childhood centers. Program started in 2015, and it has continued with 2017, 2018, 2019 & 2020 school year and is recurring every Thursday.	
	#10
(xvi) Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.	
23. WPLG-TV, Local 10, ran on-air :15-second announcements to invite organizations to be placed on the station's job notification mailing list. We also ran :30-second announcements notifying candidates to go to our website and check out available career and job opportunities.	
	#16